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| Issued on :  Corresponding to :    **Administrative Decision No. ( / 2023 (On the Re- Formation of the Talent Board**   * Based on Commercial Companies Law No. promulgated by Royal Decree No. 18/2019, * And the HR manual approved by OIA on 1/1/2023, * And to the Career Management Policy issued in 7/3/2019 * And based on the work interest.   **It Has Been Decided As Follows:**   1. A Talent Board is hereby established, with the CEO being the Chairman and the following as members:  * Chief Finance Officer – Deputy Chairmen * VP SLL – Member * VP SSU – Member * People & Culture Director – Member * Talent Managements Lead – Secretary  1. **Talent Board Objective:** To build a sustainable pipeline of talent. 2. **The responsibilities of the Committee are as follows:**  * Review Organizational and talent capacity in line with business priorities * Decide on development and retention actions for high performing employees * Decide on succession plans for managerial grades and above in the organization * Make decisions on high potential actions and talent pools * Decide on the mobilization of Talent internally within Oman Airports and contribute to the broader Oman Investment Authority Talent agenda * Ensures that:   + Talent Management is providing the data, tools and processes for Career Management and talent development   + Line Managers have KPI for developing their people  1. **The Board shall undertake all companies specified in the Career Management Policy** 2. **The decision is effective from the date of its issuance** |